

EXHIBIT 8

OFFICE OF THE DEAN

Wendi Heinzelman
Professor and Dean



HAJIM
SCHOOL OF ENGINEERING
& APPLIED SCIENCES
UNIVERSITY of ROCHESTER

August 15, 2023

Dear Ranga:

I am in receipt of your letter, dated August 7, which I received by email on August 8, 2023. In your letter you express a number of reservations regarding my decision to reassign your students to new advisors in order to facilitate the completion of their degrees. This letter is in response to your grievance of this decision, and is being shared with both you and Provost Figlio.

Below is a detailed description of the serious issues that were raised by the students in your lab, and which led me to take steps to reassign them. Although I provided examples of concerns during our Zoom meeting on August 3, 2023, what follows are more specific examples of the concerns:

- Not involving the students in the data analysis or in the writing and reviewing of papers on which they are authors;
- Not including students in the response to post-publication concerns;
- Inattention from Professor Dias for extended periods of time;
- Canceling group meetings for months on end;
- Utilizing 1:1 meetings to discuss contributions to a paper that involved the group;
- Incorporating data into papers without describing the data origin to graduate student authors;
- Dismissing graduate student concerns on the meaning of observed data (e.g., related to reddmatter and concerns about the contacts, concerns about background subtractions);
- Dismissing graduate student issues with the origin of material used in the lab;
- Utilizing students to only collect data without much context, treating students like technicians;
- Not teaching students that they should know the source of all data relied upon in articles they co-author;
- Perceived retaliation for raising concerns, creating a culture where students were scared to share their concerns with faculty outside the lab;
- Not allowing students to attend a Gordon Research Conference to talk about reddmatter, but then attending and presenting after telling students it was too sensitive to talk about.

I hope this provides you with the context for my decision.

Sincerely,

A handwritten signature in cursive script that reads "Wendi B. Heinzelman".

Wendi Heinzelman
Dean, Hajim School of Engineering & Applied Sciences

Cc: David Figlio, Provost
Renato Perucchio, Chair of Mechanical Engineering